



# People Management

## Summary

This course is designed for anyone working in a project team environment or engineers who see an increasing management component in their work, this course will equip participants with general people management skills to help one to deal with problems. It is suitable for people in a field of work that has a high technological content.

The course is composed of lectures and class exercises with ample opportunity for participant questions and discussions. Much of the class time is devoted to exercises in which participants, typically working in small teams, practice the skills being taught.

## Audience

This course is designed for (future) team leaders, (future) project managers, and software managers.

## Criteria

There are no prerequisites for this course. Some years of working experience is however recommended.

## Duration

2 days (4 modules).

## Remarks

This course addresses a high market potential/need. It supports organizations gaining their staff a common understanding of fundamentals of software maintenance.



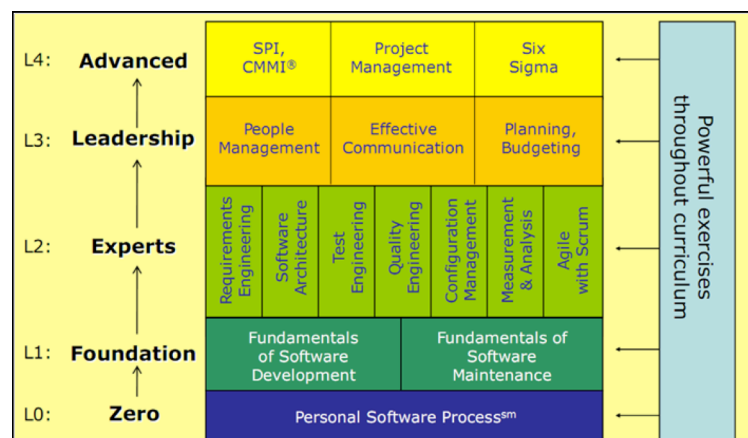
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## Our Software Engineering Curriculum





# Program

## Module 1:

- Hierarchy of Needs
  - o Maslow's philosophy - Personality Types
- Myers-Briggs Temperament Testing

## Module 2:

- Leadership
  - o Leadership skills
  - o Manager versus leader
- Team Management
  - o Team selection
  - o Team motivation
  - o Team structure

## Module 3:

- Organizational Structures
  - o Functional organization
  - o Project organization
  - o Matrix organization
- Project Staffing
  - o Team leader skills
  - o Destructive and supportive team roles

## Module 4:

- Coaching
  - o Outcomes and benefits
  - o Process
- Conflict Resolution + Meetings
  - o Sources of conflict
  - o Conflict types
  - o Effective teams

During the course, 1-2 challenging exercises in each module are used to demonstrate the discussed concepts and techniques. Example solutions to all course exercises are provided.

SE-CURE AG can also customize this course or any of our other standard courses to meet your exact in-house training needs and specifications. For example, class exercises can be tailored to include actual examples from your organization in order to make the training more relevant to your environment.



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